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Tenth meeting of the Technical Preparatory Committee of the Whole

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Item 9 of the provisional agenda*

ECONOMIC COMMISSION FOR AFRICA

Twenty-fourth session of the Commission/ fifteenth meeting of the Conference of Ministers

Addis Ababa, Ethiopia
6-10 April 1989

Item 8 of the provisional agenda**

LC/NAIROBI

EXTRABUDGETARY RESOURCES REQUIREMENTS FOR THE BIENNIUM 1990-1991

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* E/ECA/TPCW.10/1.
** E/ECA/CM.15/1.

EXTRABUDGETARY RESOURCES REQUIREMENTS FOR THE BIENNIUM 1990-1991

I. INTRODUCTION

1. This report for the seventh Pledging Conference on the United Nations Trust Fund for African Development (UNTFAD) has been prepared with the view to providing the general principles and priorities that will guide the programming of UNTFAD resources for the 1990-1991 biennium and beyond.

2. The purpose of the organization of the UNTFAD Pledging Conference and the origins of UNTFAD have been explained in the successive reports related to previous conferences. This report will, therefore, not go into the details of the raison d'être of UNTFAD, but will concentrate on the areas of priority on which the ECA secretariat intends to focus during 1990-1991 in the programming and utilization of the contributions that will be made by both African and non-African countries in the context of this Pledging Conference. It is necessary, however, for the purpose of a clearer understanding of the importance of UNTFAD to recapitulate some of the principles underscoring it.

3. Since its inception, UNTFAD has evolved as a very useful and important fund for supporting development activities in the African region under the auspices of ECA.

4. In an era of increasing budgetary constraint and diminishing aid resources (negative net capital inflows), UNTFAD provides a form of subregional insurance to fill resource gaps or provide the necessary balance for promoting the development of strategic and sensitive sectors through a subregional or regional approach. UNTFAD also facilitates ECA's ability to respond in a timely manner to the dynamic circumstances of Africa's development process.

II. THE GENERAL ROLE OF UNTFAD

5. As indicated earlier, UNTFAD has evolved as a vital resource base for the financial supplementation of development efforts in some strategic areas of the operational programmes of ECA mainly funded under extrabudgetary resources, i.e., those mobilized by the ECA secretariat from bilateral and multilateral donors in order to undertake operational activities for which there is no or limited provision in the United Nations regular budget.

6. The financial austerity of the United Nations continues with the result that there is a greater need for additional extrabudgetary resources so that ECA's overall programme objectives should not be severely hampered. ECA has received and continues to receive extrabudgetary support through bilateral negotiations and agreements with international donors and assistance from multilateral funding sources, notably UNDP and UNFPA.

7. Most importantly, however, the UNTFAD resources have constituted a significant funding instrument for ECA's operational activities. The Progress report on the implementation of UNTFAD-funded projects 1988-1989 (document E/ECA/CM.15/35) shows that this funding facility has enabled development

projects to be implemented in such vital areas as agriculture, industry, natural resources, information and documentation development, as well as activities of the ECA Multinational Programming and Operational Centres (MULPOCs).

8. In making pledges to UNTFAD, some countries specify the sectors in which their contributions should be utilized. The resources are then considered as UNTFAD specific fund, as opposed to the UNTFAD general fund when choice of sectors in which the contribution is to be used is left to ECA.

III. PRIORITY AREAS OF CONCENTRATION - A NEW FOCUS

9. In general, UNTFAD has been used for diverse operational programmes and projects within the broad framework of ECA work programmes and priorities, as well as for the three basic development programmes for Africa, viz., the Lagos Plan of Action (LPA), Africa's Priority Programme for Economic Recovery (APPER) and the United Nations Programme of Action for African Economic Recovery and Development (UN-PAAERD).

10. APPER/UN-PAARED has reached its mid-term, but the achievements below are so far expectations. The needs are many, far exceeding the resources available to meet them. UNTFAD is only a small facet of the financial resources required to assist in this development process.

11. While the use of UNTFAD remains within the broad targeted strategy of LPA, APPER and the UN-PAARED, there has been an increasing need to focus on the most critical areas and sectors. ECA becoming an executing agency for technical co-operation activities in line with its multisectoral orientation has led to many valuable lessons being learnt. It is, however, still faced with the challenges of dealing with many complex and interrelated development issues and sectors, in the face of limited regular budget resources as a result of the United Nations financial crisis.

12. This situation has naturally induced a process of constant review on effective ways of matching the limited resources to the multi-faceted operational assistance needs of Africa. The approach to be adopted, therefore, for the use of UNTFAD resources during 1990-1991 would be one of a limited concentration on the following critical areas and sectors:

(a) Strategic sectors that will promote structural change and transformation in the African economy and in particular, bring about technological change and development. In this connection, the programmes and projects to be developed would focus mainly but not exclusively on:

(i) developing subregional technological research and application capabilities for enhancing food production and food security, particularly in the staples;

(ii) exploration and exploitation of surface and ground water resources for agricultural use especially in the arid and semi-arid zones;

(iii) strengthening of marketing and distribution channels to increase access to food;

(iv) developing capabilities and technologies for food processing and storage;

(v) developing early-warning systems to control locust and grasshopper outbreaks;

(vi) development of indigenous factor based industries in particular, agro-industries;

(vii) strengthening of capabilities to enhance the production of factor inputs and for engineering design and manufacturing;

(viii) development of productive capacities on a subregional or regional scale;

(b) Building up of the capacities and capabilities of strategic institutions. Assistance on this area will include:

(i) equipping the workshops and laboratories of ECA-sponsored institutions and assisting them to overcome their teething problems; especially those following the withdrawal of UNDP assistance, as from the Eastern and Southern African Mineral Resources Development Centre (ESAMRDC);

(ii) improving the operational capacity of the African Mother Centre based in Dakar, Senegal for the demonstration and replication of technologies suitable to the problems and needs of the rural population in Africa. It should be recalled that this particular Centre was established with a grant provided by the Indian Government for equipment and training;

(c) Specific MULPOC projects to increase subregional co-operation and integration. In this connection, each MULPOC has been requested to propose one or two projects;

(d) Joint subregional economic integration projects between ECA and intergovernmental organizations, with co-financing resources from the latter, including activities designed to achieve greater harmonization in the operational programmes of the ECA/MULPOCs and the subregional intergovernmental organizations and economic groupings;

(e) Promotion of the accelerated and co-ordinated development of the trans-African highways through the establishment and operation of a single Trans-African Highway Bureau within the ECA secretariat;

(f) Promotion of domestic and intra-African trade through measures to enhance greater knowledge and mutual awareness among business enterprises in Africa on their respective products, services and trade and marketing opportunities;

(g) Development of manpower capabilities as a central thrust in the designated areas of concentration.

13. Specific programmes and projects in the above fields will be developed by ECA for implementation. These will be the subject of comprehensive analysis and appraisal of the Project Analysis and Appraisal Committee, a special internal body established within the ECA secretariat to enhance the identification and design of ECA's operational activities funded from extrabudgetary resources including UNTFAD.

IV. CONCLUSIONS AND RECOMMENDATIONS

14. Given the overwhelming problems facing the African economy and the zero growth rate of the United Nations regular budget, ECA must mobilize ever increasing extrabudgetary resources.

15. The international community in general has responded to this need by continuing to provide grants for operational activities. In spite of very limited financial resources, the African countries have shown remarkable collective interest and commitment to UNTFAD by making contributions at each pledging conference. It is essential that such commitment should not be allowed to decline, given the acknowledgement by the African countries themselves that the primary responsibility for their development sits squarely on their own shoulders. It is, therefore, expected that the seventh Pledging Conference of UNTFAD will witness substantial and generous contributions by African Governments, supported by the non-African community, so that meaningful medium- and large-scale operational activities can be undertaken during 1990-1991.

16. The areas identified in this report as the main focus of UNTFAD activities during 1990-1991 will be furtner discussed at the Pledging Conference.

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LE/NAIROBI

STAFF AND ADMINISTRATIVE QUESTIONS

* E/ECA/TPCW.10/1.
** E/ECA/CM.15/1.

1. This report is submitted in accordance with Conference of Ministers resolution 242 (XI) of 23 February 1973 and a number of subsequent decisions relating to personnel and administrative questions which requested the Under-Secretary-General and Executive Secretary of the Economic Commission for Africa (ECA), to provide biennial reports on issues of general administration and personnel management of interest to member States.

2. The report covers action taken and progress made in implementing policy directives on ECA staff Africanization activities, career development, training, financial resources availability, and major building construction. The opportunity has been used to clarify the staffing structure and policy guidelines of the United Nations Secretariat. Detailed statistical information, to permit an assessment of the ECA secretariat's achievements in fulfilling the directives set forth by the Conference of Ministers at various sessions within the constraints of resources availability, has been provided in the annexes to this report.

3. The staffing structure of the United Nations Secretariat consists of two main categories:

(a) Posts of a continuing nature, whether established by decision of the General Assembly or funded from overhead resources;

(b) Posts of short-term duration, funded by extrabudgetary resources.

In the area of personnel, this paper concerns itself with Professional level posts in the first category which are subject to geographical distribution.

Principle of geographical distribution

4. The United Nations policy guidelines on recruitment of this category of staff are contained in the Charter, particularly Articles 8 and 101. Article 101, paragraph 3 states that "the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible". In other words, the United Nations Charter provides for the recruitment of staff for ECA from countries outside the African region, so long as due regard is paid to the above principle. At any rate no more than 25 per cent of staff may be recruited outside the African region.

Composition of the staff of the ECA secretariat

5. As regards the policy of staff Africanization, it should be reported that at the end of December 1988, 162 Professional posts subject to geographical distribution were held by Africans, as shown in Annex I A of the report, as compared to 158 in 1986. As for the total number of non-African professionals, it was 31 in 1986; currently, it is only 25. The proportion of African professionals as of 31 December 1988 over the total staff of ECA

stood at 72.7 per cent against 11.2 per cent for non-Africans. This leaves a balance of 16.1 per cent which accounts for the unencumbered posts. Efforts are being made to fill vacant posts either by redeployment of staff members from other parts of the Secretariat of the United Nations or by outside recruitment.

6. With regard to the General Service category, the number of posts occupied by Africans at the end of 31 December 1988 was 377 as against 16 from non-African countries at the same period; therefore, the proportion of African General Service staff members was 93.5 per cent against 4.0 per cent for non-Africans, and 2.5 per cent accounts for the unencumbered posts.

7. Annex IA shows that the number of African countries which are unrepresented in ECA secretariat has dropped to 10 as compared to 11 in 1986, i.e. Angola, Botswana, Cape Verde, Djibouti, Central African Republic, Guinea-Bissau, Morocco, Mozambique, Seychelles, and Sao Tome and Principe. It may be noted that Gabon which was not represented at all in the secretariat in 1986 is now represented.

8. However, as underlined in the Headquarters' instructions based on General Assembly resolutions, efforts are to be made to maintain a balanced geographical distribution among the staff of ECA, and consequently to have the above countries represented.

Post reduction

9. During the period under review, there was a secretariat-wide reduction of posts as a result of the United Nations financial crisis and the implementation of the recommendation of the Group of High Level Intergovernmental Experts to review the efficiency of the administrative and financial functioning of the United Nations (the Group of 18) to reduce posts in the Organization as a whole by 15 per cent over three years, effective 31 December 1989. This exercise resulted in a reduction of 6.7 per cent of total posts in ECA secretariat representing 14 posts in the Professional category and 28 posts in the General Service category.

Vacancy management and staff redeployment

10. As a corollary to the freeze on external recruitment introduced in March 1986 and extended through 1987 as a result of the financial crisis, a vacancy management and staff redeployment programme was introduced with the initial goal of helping to alleviate the vacancy situation of those Departments and Commissions of the secretariat with the highest vacancy rate through internal redeployment of staff. To date, the Vacancy Management System has evolved into a policy of systematic movement of staff as a means of career development and promotion as provided for in the guidelines for the implementation of vacancy management and staff redeployment programme. These guidelines were established in the Secretary-General's bulletin ST/SGB/221 of 22 December 1986 and Administrative Instruction ST/AI/338 of 22 December 1986 and addenda which set out the procedures for the vacancies announcements, the identification of candidates and the review of candidates by reviewing bodies.

Training, staff development and career development

11. Occupational and language training activities continued to expand in 1987-1988. Staff members enrolled in Arabic, English and French regular language training courses numbered 544 in 1987 and 666 in 1988 respectively, while those enrolled in English and French shorthand courses numbered 88 in 1987 and 77 in 1988; those enrolled in occupational training courses, workshops and seminars numbered 55 in 1987 and 190 in 1988.

12. The areas covered by occupational training courses workshops and seminars included, induction and secretarial orientation courses, office management and administration, personnel procedures, rules, regulations and practices, planning, monitoring and evaluation of rural development projects/programmes, objective-oriented project planning, office innovation technology, ECA Mailing System and Data Bases. word processing, Tapes/3000 Library System and PC DOS.

13. The language courses include drafting and advanced writing in English.

14. A professional examination, G to P (for promotion from the General Service to the Professional category) and language Proficiency Examinations (LPE) for linguistic balance in the secretariat were organized for staff members in 1987 and 1988, providing opportunities for career development and advancement of individual staff members.

Status of women in the ECA secretariat

15. The Secretary-General established in 1986 the Steering Committee for the improvement of the status of women in the Secretariat, in accordance with the action programme approved by the General Assembly at its fortieth session. The terms of reference of this committee are set out in ST/SGB/216 of 7 March 1986. This issue is presently an important item of the agenda of the United Nations.

16. Women are still inadequately represented at the top of the United Nations system. In the ECA secretariat women represent 11.5 per cent of staff in the Professional category. Although this is a progress as compared to only 7.5 per cent just over two years ago, the percentage still fell short of the target set by the General Assembly. ECA will endeavour recruiting qualified women including in positions of decision- and policy-making.

17. In line with the directives and circulars of the Secretary-General, particularly that of 2 November 1987, a monitoring system will be instituted to provide an overview of changes in the status of women and thus facilitate the formulation of corrective measures if and when required, to monitor the implementation of resolutions of the General Assembly with a view to making recommendations for the elimination of all forms of discrimination against women, to advise the Executive Secretary on steps that must be taken to implement the directives and circulars of the Secretary-General on the improvement of the status of women in the United Nations Secretariat.

Financial resources

18. The financial situation of the Organization which was characterized by a crisis of unprecedented proportion in the biennium 1986-1987, improved significantly in the current biennium 1988-1989. Although the regular budget for the biennium 1988-1989 initially provided ECA with $US 44,234,600 compared with $US 46,063,300 voted under the 1986-1987 budget, allotments so far received amount to $US 51,207,200. In other words there has been an increase of $US 5,143,900 in regular budget resources between 1986-1987 and 1988-1989. Expenditures incurred by ECA in support of operational and substantive extrabudgetary activities stood at $US 25,435,712 in the 1986-1987 biennium compared with estimated expenditures of $US 33,638,320 for the biennium 1988-1989.

Conference facilities

A. Status and development of the construction project

19. Owing to the deferral of the construction project in 1986, work was suspended after completion of the architectural design competition and designation of the winning architect/engineer firm. During 1988 various steps have been taken in connection with the resumption of the project pursuant to the terms of General Assembly resolution 42/211 of 21 December 1987. Accordingly, the project is proceeding on the basis of the scope of facilities originally approved and as subsequently reflected in the design developed by the winning architect/engineer firm selected during 1986.

20. The activities undertaken during the first nine months of 1988 included the following:

(a) Contracts were negotiated with the quantity surveyor and with the architect/engineer selected during the architectural design competition in 1986. The consultants were briefed and development of the schematic design of the project commenced. Arrangements were made for a detailed topographic survey of the site and for soil investigations. There were discussions with the host Government regarding various details of the arrangements that would be necessary during the construction period. In addition, engineering consultants reviewed the various utility arrangements and connections for the project with the local authorities.

(b) Up-to-date project cost estimates using September 1988 construction costs in Addis Ababa and Europe were prepared by the quantity surveyor, based on the competition design and the latest available schematic design drawings. A projection was made of the related financial commitments that would be entered into until the completion of the project.

21. On the basis of activities undertaken during the first half of 1988 and as a result of discussions with the consultants, the following timetable was developed for implementation of the project at Addis Ababa:

1988	
June-December	Schematic design and review of design drawings by the United Nations
1989	
January-November	Detailed design and preparation of tender documents by architect/engineer and quantity surveyor
July-October	Pre-qualification of general contractors
December	International tendering commences
1990	
January-February	International tendering continues
March-April	Evaluation of tender and award of construction contract
May-June	Mobilization begins, followed by construction period of 36 months
1991-1992	Construction continues
1993	
(Second half)	Completion of main construction followed by final testing, furnishing and commissioning of the building; Guarantee period and final payments

B. Conference Services

22. From June 1987, the situation in the French Translation Unit became critical with only three translators remaining on board following the transfer to New York of two translators in addition to two others who left ECA in 1986.

23. Efforts were made in 1987, through many contacts with Headquarters at New York, to have replacements for translators who were transferred and ECA requested an exception to the freeze in recruitment measures and impressed its strong belief that those measures should not affect language staff. By the end of 1987, agreement was reached with New York for the recruitment of trainees from the Translation Training Programme for Africa which was conducted from 1979 to 1982. As a result, the French Translation Unit operates presently with six translators.

24. Equally, 1988 saw an improvement in the manning capacity of the Arabic Translation Unit which has now two regular staff members out of the three financed from the regular budget.

25. With regard to the English Translation Unit, its strength of three translators has been maintained, without giving rise to any serious problems. This was so, because about 80 per cent of the Commission's documents are written in English requiring no translation. For peak workload periods such as the period preparatory to, and the servicing of, the Conference of Ministers ECA still relies on temporary freelance assistance, in Arabic, English and French.

26. In conclusion, the period under consideration in this report is marked by an improving situation over the past year. The events considered in this report should be seen as a step towards a new situation in the secretariat. As a result of the restructuring of the Secretariat decided upon by the General Assembly on the basis of the report of the Group of 18, including the reduction of staff. ECA is making efforts aimed at adapting itself to the new challenging circumstances. The final goal of ECA is to have a streamlined staff and administrative structure which is more effective so as to pursue more vigorously its activities in favour of the social and economic development of Africa in the years ahead.

ANNEX I A

PROFESSIONAL POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AS OF 31 DECEMBER 1988
(AFRICANS)

	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total ECA	Total UN	Desirable range
Algeria	-	-	1	1	-	-	-	2	19	5-15
Angola	-	-	-	-	-	-	-	-	1	2-14
Benin	-	-	-	1	-	1	1	3	6	2-14
Botswana	-	-	-	-	-	-	-	-	1	2-14
Burkina Faso	-	-	1	-	3	-	-	4	6	2-14
Burundi	-	-	-	-	1	2	2	5	6	2-14
Cameroon	-	1	1	-	2	2	-	6	8	2-14
Cape Verde	-	-	-	-	-	-	-	-	1	2-14
Central African Republic	-	-	-	-	-	-	-	-	1	2-14
Chad	-	-	-	-	1	2	-	3	4	2-14
Comoros	-	-	-	-	-	1	1	2	2	2-14
Congo	-	-	-	2	1	2	-	5	8	2-14
Côte d'Ivoire	-	-	-	-	2	1	3	6	11	3-14
Djibouti	-	-	-	-	-	-	-	-	1	2-14
Egypt	-	-	-	1	1	-	-	2	12	4-14
Equatorial Guinea	-	-	-	-	-	-	1	1	2	2-14
Ethiopia	-	-	-	3	2	2	3	10	25	3-14
Gabon	-	-	-	-	-	-	1	1	2	2-14
Gambia	-	-	-	2	-	1	-	3	8	2-14
Ghana	-	-	1	-	1	2	1	5	17	3-14
Guinea	-	-	-	2	-	-	-	2	7	2-14
Guinea-Bissau	-	-	-	-	-	-	-	-	-	2-14
Kenya	-	-	1	1	2	-	-	4	13	3-14
Lesotho	-	-	-	-	-	1	1	2	7	2-14
Liberia	-	-	-	-	3	1	-	4	10	2-14
Libyan Arab Jamahiriya	-	-	1	-	-	-	-	1	6	2-14
Madagascar	-	-	-	1	3	1	2	7	10	2-14
Malawi	-	-	2	1	3	1	-	7	7	2-14
Mali	-	-	-	1	5	4	-	10	10	2-14
Mauritania	-	-	-	-	-	1	-	1	4	2-14
Mauritius	-	-	-	1	2	-	-	3	15	2-14
Morocco	-	-	-	-	-	-	-	-	11	2-14
Mozambique	-	-	-	-	-	-	-	-	1	2-14
Namibia	-	-	-	-	-	-	-	-	-	2-14
Niger	-	-	-	-	1	1	-	2	4	2-14
Nigeria	1	-	1	2	1	1	-	6	15	8-17
Rwanda	-	-	-	-	-	2	-	2	3	2-14
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	2-14
Senegal	-	-	1	1	1	6	1	10	12	2-14
Seychelles	-	-	-	-	-	-	-	-	2	2-14
Sierra Leone	-	-	-	1	3	-	-	4	14	2-14

Annex I.A (cont'd)

	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total ECA	Total UN	Desirable range
Somalia	-	-	-	-	1	1	-	2	12	2-14
South Africa	-	-	-	-	-	-	-	-	11	9-19
Sudan	-	-	1	-	3	2	-	6	10	3-14
Swaziland	-	-	-	-	-	3	-	3	5	2-14
Togo	-	-	-	-	1	1	1	3	8	2-14
Tunisia	-	-	-	-	1	-	-	1	20	3-14
Uganda	-	-	-	-	3	1	-	4	13	3-14
United Republic of Tanzania	-	-	-	1	6	-	-	7	18	3-14
Zaire	-	-	1	-	3	3	-	7	10	3-14
Zambia	-	-	-	1	1	2	-	4	10	2-14
Zimbabwe	-	-	-	1	-	1	-	2	4	3-14
Total	1	1	12	24	57	49	18	162	410	

ANNEX I B

PROFESSIONAL POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AS OF 31 DECEMBER 1988
(NON-AFRICANS)

Country	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total
Bangladesh	-	-	-	1	-	-	-	1
Belgium	-	-	-	1	-	1	-	2
Brazil	-	-	-	1	-	-	-	1
Bulgaria	-	-	-	1	-	-	-	1
Canada	-	-	-	1	1	-	-	2
Chile	-	-	-	-	-	-	1	1
France	-	-	-	-	-	1	-	1
Germany, Federal Republic of	-	-	-	-	3	-	-	3
Jamaica	-	-	-	-	-	1	-	1
Lebanon	-	-	-	-	-	-	1	1
Spain	-	-	-	-	1	-	-	1
Sweden	-	-	-	-	-	-	1	1
United Kingdom	-	-	-	1	-	-	1	2
United States of America	-	-	-	-	-	2	-	2
USSR	-	-	-	1	2	-	1	4
Western Samoa	-	-	-	-	-	1	-	1
Total	-	-	-	7	7	6	5	25

ANNEX I C

ALLOCATION OF EXPERT POSTS IN ECA AMONG AFRICAN STATES
AS OF 31 DECEMBER 1980

Country	L-7	L-6	L-5	L-4	L-3	L-2/1	Total
Algeria	-	1	-	-	-	-	1
Benin	-	-	1	-	-	-	1
Cameroon	-	-	1	3	1	-	5
Congo	-	-	-	-	2	-	2
Côte d'Ivoire	-	-	-	-	1	-	1
Egypt	-	1	-	-	-	-	1
Ethiopia	-	-	3	-	3	8	14
Gambia	-	-	-	1	-	1	2
Ghana	-	-	2	3	-	1	6
Guinea	-	-	1	-	-	-	1
Kenya	-	-	2	1	-	1	4
Lesotho	-	-	1	-	-	-	1
Libyan Arab Jamahiriya	-	-	-	1	-	-	1
Malawi	-	-	-	-	1	-	1
Mali	-	-	1	2	1	-	4
Niger	-	-	1	-	-	-	1
Nigeria	-	1	3	2	-	-	6
Senegal	-	-	-	1	1	2	4
Sierra Leone	-	-	-	1	-	-	1
Somalia	-	-	-	-	-	1	1
Togo	-	-	-	1	1	1	3
Tunisia	-	1	-	-	-	-	1
Uganda	-	-	1	-	-	-	1
United Republic of Tanzania	-	-	-	-	1	-	1
Zaire	-	-	1	-	2	-	3
Zimbabwe	-	-	1	-	-	-	1
Total	-	4	19	16	14	15	68

ANNEX I D

ALLOCATION OF EXPERT POSTS AMONG NON-AFRICANS
AS OF 31 DECEMBER 1968

Country	L-7	L-6	L-5	L-4	L-3	L-2/1	Total
Australia	-	-	1	-	-	-	1
Finland	-	-	-	-	-	1	1
France	-	-	-	-	-	1	1
Germany, Federal Republic of	-	-	1	-	-	-	1
India	-	-	3	2	-	-	5
Netherlands	-	-	1	-	-	-	1
Spain	-	-	-	-	1	-	1
United States of America	-	-	1	-	-	-	1
Yugoslavia	-	1	-	-	-	-	1
Total	-	1	7	2	1	2	13

ANNEX II A

GENERAL SERVICE POSTS IN ECA OCCUPIED BY AFRICANS
AS OF 31 DECEMBER 1989

Country	Posts
Benin	1
Burundi	1
Cameroon	6
Chad	1
Côte d'Ivoire	1
Egypt	1
Ethiopia	320
Ghana	2
Liberia	1
Madagascar	2
Mali	2
Mauritius	1
Morocco	4
Namibia	1
Niger	5
Nigeria	2
Rwanda	2
Senegal	2
Sierra Leone	1
Somalia	1
South Africa	2
Sudan	1
Tunisia	2
Uganda	5
United Republic of Tanzania	3
Zaire	4
Zambia	3
Total	377

ANNEX II B

GENERAL SERVICE POSTS IN ECA OCCUPIED BY NON-AFRICANS
AS OF 31 DECEMBER 1969

Country	Posts
Australia	1
Canada	1
France	2
Germany, Federal Republic of	1
India	3
Italy	1
Jamaica	2
Lebanon	1
Philippines	2
Switzerland	1
United Kingdom	1
Total	16

ANNEX III

ESTABLISHED POSTS IN THE REGULAR BUDGET
(ECONOMIC COMMISSION FOR AFRICA - SECTION 13)
AS OF 31 DECEMBER 1988

Category and level	12/1988
USG	1
ASG	-
D-2	1
D-1	18
P-5	39
P-4	58
P-3	76
P-2/1	30
TOTAL PROFESSIONAL POSTS	223
LOCAL LEVEL	403
GRAND TOTAL	626